



OSWALDTWISTLE SCHOOL MENTAL HEALTH AND WELLBEING POLICY 2021-2022

Policy Statement

At our school, we are committed to supporting the mental health and wellbeing of our students and staff.

Our culture is supportive, caring and respectful. We encourage students to be open and we want each student to have their voice heard.

At our school we know that everyone experiences different life challenges, and that each of us may need help to cope with them sometimes. We understand that anyone and everyone may need additional emotional support. At our school, positive mental health is everybody's responsibility – we all have a role to play.

Policy Scope

This policy is a guide to all staff, including teachers, governors, and non-teaching staff. It outlines our approach to promoting mental health and wellbeing. It should be read and understood alongside our other relevant school policies.

Policy Aims

The aim of our policy is to demonstrate our commitment to the mental health of our staff and students.

At our school, we will always:

- Help our students to understand their emotions and experiences better.
- Ensure our students feel comfortable sharing any concerns or worries.
- Help our students to form and maintain friendships.
- Encourage our students to be confident and help to promote their self-esteem.
- Help our students to develop resilience and ways of coping with stress and setbacks.

We will always promote a healthy environment by:

- Promoting positive mental health and emotional wellbeing in all students and staff.
- Celebrating both academic and non-academic achievements.
- Promoting our school values and encouraging a sense of belonging and community.
- Providing opportunities to develop a sense of worth and to reflect.
- Promoting our students' voices and giving them the opportunity to participate in decision making.
- Celebrating each student for who they are and making every student feel valued and respected.
- Adopting a whole school approach to mental health and providing support to any student that needs it.
- Raising awareness amongst staff and students about mental health issues and their signs and symptoms.
- Enabling staff to respond to early warning signs of mental-ill health in students.
- Supporting staff who are struggling with their mental health

KEY STAFF MEMBERS

All staff members have a responsibility to promote the mental health of students and each other.

However, certain staff members have a specific role in the process. These are:

- **Our Designated Safeguarding Officers:** Sandra McKenna, Leesa Amin, Amanda Corns, Sarah Barton
- **Pastoral Staff:** Julie Padden, Angela Catlow
- **SENCO:** Sarah Barton, Stacey Gregory

If a member of staff is concerned about the mental health and wellbeing of a student, then in the first instance they should speak to Sandra McKenna.

If a student presents a medical emergency then relevant procedures will be followed, including involving the emergency services.

IDENTIFYING NEEDS AND WARNING SIGNS

All of our staff will be trained in how to recognise warning signs of common mental health problems.

This means that they will be able to offer help and support to students who need it, when they need it.

These warning signs will always be taken seriously and staff who notice any of these signs will communicate their concerns with the Designated Safeguarding Officer Julie Walker.

Staff will be able to identify a range of behaviour and physical changes, including:

- Physical signs of harm
- Changes in eating and sleeping habits
- Increased isolation from friends and family and becoming socially withdrawn.
- Changes in mood.
- Talking and/or joking about self-harm and/or suicide – staff have been trained in Suicide Awareness
- Drug and alcohol abuse.
- Feelings of failure, uselessness, and loss of hope.
- Secretive behaviour
- Clothing unsuitable for the time of year, eg. A large winter coat in Summer.
- Negative behaviour patterns, eg. Disruption.

Staff will also be able to identify a range of issues, including:

- Attendance and absenteeism
- Punctuality and lateness
- Changes in educational attainment and attitude towards education
- Family and relationship problems
- Staff will be able to identify any additional needs arising from difficulties that may impact a child's mental health and wellbeing, such as bereavement and health difficulties.

MANAGING DISCLOSURES

If a student discloses concerns about themselves or a friend, to any member of staff, then all staff will respond in a calm, supportive, and non-judgemental manner.

All disclosures will be recorded confidentially and only shared with the appropriate authorities if it's necessary to keep the child safe, in line with our Safeguarding Policy.

If a member of staff thinks it is necessary to pass on concerns about a student, either to somebody inside the school or somebody outside of it, then this will first be discussed with the student. They will be told:

- Who the staff member is going to tell.
- What the staff member is going to disclose.
- Why it's necessary for somebody else to be told.
- When the contact will be.

It may not be possible to gain the student's consent first, such as in the case of students who are at immediate risk. Protecting a student's safety is our main priority so we would share disclosure if we judged a child to be at risk.

WHOLE SCHOOL APPROACH

We take a whole school approach towards the mental health of our students. This means working with parents and carers and with other agencies and partners, where necessary.

WORKING WITH PARENTS AND CARERS

We aim to support parents as much as possible. This means keeping them informed about their child and offering our support at all times. To support parents, we will:

- Highlight sources of information and support about mental health and emotional wellbeing that we have in our school.
- Share and allow parents to access further support
- Ensure that parents are aware of who to talk to if they have any concerns about their child.
- Give parents guidance about how they can support their child's/ children's positive mental health.
- Ensure this policy is easily accessible to parents.

WORKING WITH OTHER AGENCIES AND PARTNERS

As part of our whole school approach, we will also work with other agencies to support our students' emotional health and wellbeing. This might include liaising with:

- The school nurses
- Paediatricians
- ELCAS
- Counselling services
- Therapists
- Child Action North West
- Lancashire County Council Family and Child Wellbeing Service
- Family Support Workers/Children's Social Care

POLICY REVIEW

This policy will be reviewed every year. This is so that it remains up to date, useful, and relevant. We will also regularly review it in accordance with local and national policy changes.

Date: January 2022